



Racial Equality Policy

Purpose

The purpose of this policy is to promote racial equality within our soccer club, ensuring that all members, players, coaches, staff, volunteers, and supporters are treated equally and with respect, regardless of their race or ethnicity.

Policy Statement

Olympia FC Warriors is committed to creating an environment that is free from racial discrimination, harassment, and bullying. We believe in the value of racial diversity and are dedicated to promoting racial equality and inclusion at all levels of the club.

Objectives

- 1. Promote Racial Equality:** Actively promote racial equality within our club and in the wider community.
- 2. Prevent Racial Discrimination:** Take a zero-tolerance approach to racial discrimination, harassment, and bullying.
- 3. Support Racially Diverse Members:** Provide support and resources to ensure equal opportunities for all members, regardless of race or ethnicity.
- 4. Educate and Train:** Provide regular training and education on racial equality and anti-racism.
- 5. Monitor and Evaluate:** Continuously monitor and evaluate our progress towards racial equality goals.

Key Commitments

1. Inclusive Recruitment and Participation:

- Ensure our recruitment practices are fair and accessible to people of all racial and ethnic backgrounds.
- Promote the participation of racially diverse members at all levels of the club.

2. Safe and Respectful Environment:

- Maintain a zero-tolerance policy towards racial discrimination, harassment, or bullying.
- Provide a clear procedure for reporting and addressing incidents of racial discrimination.

3. Education and Awareness:

- Conduct regular training sessions on racial equality, anti-racism, and unconscious bias for all members.
- Raise awareness about the importance of racial equality and the benefits of diversity through workshops, newsletters, and club meetings.

4. Support and Resources:

- Offer support to racially diverse members to ensure they have equal opportunities to participate and succeed.
- Provide resources such as translations, accessibility accommodations, and mentorship programs.

5. Communication:

- Ensure all club communications reflect our commitment to racial equality.
- Use inclusive language and imagery in all our materials.

6. Partnerships and Community Engagement:

- Build partnerships with local organizations that promote racial equality and anti-racism.
- Engage with the broader community to support and participate in racial equality initiatives.

Implementation and Responsibilities

- **Club Leadership:** Responsible for leading by example and ensuring that the racial equality policy is implemented effectively.
- **All Members:** Expected to support and uphold the principles of this policy.

Reporting and Accountability

- Establish a clear, confidential reporting mechanism for any incidents of racial discrimination, harassment, or bullying.
- Regularly review and report on the club's racial equality initiatives and progress.

Review and Updates

This policy will be reviewed annually and updated as necessary to ensure it remains relevant and effective in promoting racial equality within our club.